

The Bancroft Companies

Foresight....Insight....Onsite



TGB Unlimited, Inc.
S/T Bancroft Electric
Bancroft Utilities
Balos

Equal Employment Opportunity Policy

It is the policies and practices of The Bancroft Companies to assure that applicants are employed, and those employees are treated during employment, without regard to their race, religion, sex, sexual orientation, gender identity, color, national origin, age, disability or any other legally protected status. Such action shall include: employment, upgrading, demotion, or transfer; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training.

The Bancroft Companies seek to insure compliance with the Civil Rights Act of 1964 as amended, the Federal Highway Act of 1968, the Executive Order 112456 and 11375, the Indiana Civil Rights Act, and all other Federal and State Laws and Regulations pertaining to Equality of Opportunity and Affirmative Action Policies.

We are committed to leadership within the community and to putting forth maximum efforts to achieve full employment and utilization of capabilities and productivity of all qualified individuals without regard to race, religion, color, national origin, age, sex, sexual Orientation, gender identity or disability.

The Bancroft Companies further recognizes the effective application of a policy of Equal Employment involves more than just a policy statement, and is committed to the promotion of Affirmative Actions.

In line with our Equal Employment Opportunity practices, Scott Bancroft has been designated to act as Equal Employment Opportunity Officer for the Company. Scott is authorized to monitor all employment related activity of The Bancroft Companies 25020 State Road 2, South Bend, IN 46619, to ensure that the Company EEO Policy is being carried out, EEO reports on behalf of the Company and to keep adequate and accessible EEO records of the Company's employees.

Scott Bancroft is authorized to take appropriate steps to handle the Company's EEO related activities.

Equal employment opportunity is a priority of our Company. Please bring to his immediate attention any matter which interferes with that priority.

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EEO APPOINTMENT LETTER

Scott Bancroft has been appointed Equal Employment Opportunity Officer for The Bancroft Companies. It is his responsibility to coordinate, advise and assist management and supervisors in their responsibilities of assuring all applicants and associates equal opportunities in all aspects of their employment. He will review complaints that allege discrimination because of race, religion, color, sex, sexual orientation, gender identity, age, national origin, disability or any other legally protected status..

Associates of The Bancroft Companies are to submit any issues or concerns to Scott. We are committed to comply with the provisions of the Civil Rights Act of 1964, the Federal Highway Act of 1968, the Executive Order 112456 and 11375, the Indiana Civil Rights Act, and all other Federal and State Laws and Regulations pertaining to Equality of Opportunity and Affirmative Actions.

Scott's contact information is listed below.

TGB Unlimited, Inc.
25050 State Road 2
South Bend, IN 46619

scott@thebancroftcompanies.com

574-968-2040 (p)
574-968-2045 (f)

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